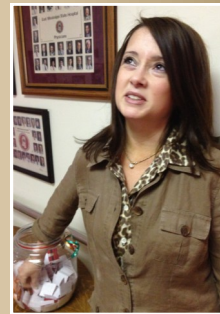


EMSH Insider



The sights and sounds of December 2013 at EMSH will quickly fade when we turn the calendar to new beginnings in 2014, but the joys of the season will live on. Coming soon in *Eastern Exposure* will be additional reflections of Christmas, featuring all of the Unit, Department and Division parade entries as well as photos of Yuletide celebrations, but for now, here is a snapshot of our year now closing. (From left to right, top to bottom) BASAC's **Christmas Town** won first place in our December 5th campus parade and they represented us as the EMSH float in the City of Meridian parade on December 7th. RPW's/JTC's **City Yard** won second place and 2 North's **Santa's Sleigh and Reindeer** took 3rd place honors. 4 North's/South's **Twas the Night Before Christmas** won the Spirit Award. Meridian's Mayor Percy Bland served as Grand Marshal for our 2013 parade. A welcome sight at Christmastime each year is Santa's Sleigh arriving on Grounds from the Mississippi Gulf Coast. Volunteers Ricky and Garnett Johnson are shown with Volunteer Coordi-



nator JoAnn Knight as they delivered a van load of presents from Chambers of Commerce, churches, organizations, Mental Health Associations, Central Elementary School and individuals from Jackson County. Our *When Christmas Comes to Town* raffles during December were a huge hit with happy winners and an employee who wished upon star weekly as she drew winning names from a barrel. 4 North's Teresa Coffman, who took home a black leather jacket,

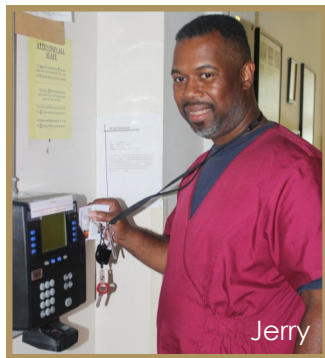


and Maintenance's Nate Griggs, who won the coveted Popeye's chicken for a year prize, are two of many raffle winners who rushed to give HR's Leslie Garrett a high five for pulling their names. Chaplains Dover, Frazier and Oerton shared the music and the message of Christmas throughout the month not only in the chapel, but out and among those we serve. Public Information's Susie Broadhead and Penny Allen give thanks for the opportunity to share EMSH happenings throughout the year with one and all. BASAC's April Luke and Lewis Brown worked with Muna Federal Union employees to provide good times and good food for our Adolescent Division.



Time and Attendance at EMSH

As 2013 comes to an end, it's TIME to think about TIME----time and attendance that is! Beginning January 1, 2014, the time and attendance policy as we know it will change. Each of us will have signed and submitted to the HR Department a statement acknowledging that we are aware that we now will be allowed 5 tardies, 5 missed punches and 3 unexcused absences per calendar year. Are you ready to start the New Year in a *timely* way? To get you motivated, read the stories below of two EMSH co-workers who hired on in 2013 with respect for time and attendance. Jerry Thomas and Benjamin Blair are representative of Mother Teresa's famous quote, "Yesterday is gone. Tomorrow has not yet come. We have only today. Let us begin!"



The quote "Time waits for no one" should push us all to be better people, better employees, and better caregivers to those we serve. Time is moving on and we need to take advantage of every moment. At the suggestion of HR's Leslie Garrett, two relatively new employees here at EMSH were recently questioned about making the most of time when it comes to establishing work ethic, dependability, and dedication to their jobs.

After a twenty-one year career at Taco Bell, 4 North's Jerry Thomas sought new opportunities beyond managing a fast food chain. He retired and applied for a DCW position at East MS earlier this year. With his children educated, grown and gone, Jerry brought his exemplary work habits to EMSH and those habits were noticed right away. He arrives early, stays late, and oftentimes works on his days off because he is needed. "It makes no difference where that need is, Jerry is going to volunteer," Garrett said. "He has never called in and even with personal time built up, he never takes leave." When asked why his devotion is so strong, Jerry answered, "I'm motivated and committed to the task at hand and I'm wasting everyone's time if I don't give 100%. I learned a long time ago that there is no need for excuses and I feel that my dedication and enthusiasm is a part of that 100%. I am interested in advancing here and want to stay focused to assist the IRS in managing their illness."

4 South's Benjamin Blair credits his mother, Evelyn Chambliss, for the discipline he's acquired. Just talking to Benjamin about making his way evokes tremendous pride in being a co-worker of his. He was quick to share that his mom got him on track after a rebellious time as a youth, telling him that "lazy would yield lazy and that was not acceptable." Benjamin listened and turned his rebellion around by obtaining a GED and developing a work ethic that incorporated timeliness in his workday. "He comes in early, stays late, sometimes up to 16 hours, and never calls in or takes a day off," remarked Garrett as Benjamin shared his work history. As a former employee of Handy Hardware, Benjamin learned that job security was not secure when the company announced in December 2012 that they were closing their Meridian plant. That closing led Benjamin to EMSH and he immediately found his niche with the IRS. "Mr. Johnny McLelland showed me the ropes and the right way to interact with the IRS. Through Mandt training, I learned the de-escalation process with the moves and skills that it takes to work on a Unit," said Blair. "I just come to them positive and in time, they become positive. I like meeting them where they are."



Jerry's and Benjamin's stories certainly should inspire and challenge us to respect the gift of time as they do. They are to be emulated for what to them is a way of life!

Spotlight on Glory Daniels



On January 6, 2014, 3 North's DCWA Glory Daniels will celebrate her 11th anniversary at East MS State Hospital. She remembers very clearly that her thoughts on her first day of work were, "I don't think I can do this job because it's going to take my heart." Now, for the month of December, Glory is being *Spotlighted* by the Morale Committee for how she consistently puts 100% of her heart into serving the needs of those in her care. Earlier this year, the restructuring of Units opened up a new field of service for Glory. For 10 ½ years, she worked on 2 North, a long-term female unit. In the spring, she transitioned to 3 North, a male specialty Unit where IRS come in and with treatment, they move on. "I like being able to be a part of the cycle of progress," stated Glory when asked about the admission to dismissal process. "I'm comfortable with my part in the cycle because I am comfortable with the IRS. I listen to them, share with them and learn from them."

Glory is supervised by Michael Emerson and her Unit Director is Melvin Logan. Both men speak highly of how this exemplary employee has adapted to the IRS and the staff of 3 North. Prior to Glory's career here at ESMH, she was the Collinsville Subway manager for 5 ½ years. Retired ESMH DON Wanda Hand is who recruited her to come to East MS. "Ms. Wanda would not let up. She kept telling me that I was patient and kind and that's all it took to make a difference when directly working with ESMH patients. I hope that after all these years, people still see me as patient and kind." Guess what, Glory—they still do!

Suggestions Anyone?

No matter how good something is, it can always be improved. ESMH's Internal Governing Board believes that this concept may be applied to every aspect within our hospital; therefore, we want you to know that we are reading, listening, evaluating and responding to suggestions presented in the Suggestion Boxes by both employees and individual receiving services. Through this process, we hope to:

1. Have employee engagement
2. Build teamwork
3. Enhance communication
4. Improve collaboration
5. Boost employee morale
6. Provide a safe and accommodating environment for both employees and individuals served.

Below you will find a few of the suggestions received thus far:

-Suggestion: Not enough lighting in the parking lot by the cafeteria and behind E-Building

Response: Maintenance has repaired most outside lighting in these areas. Mississippi Power has been contacted to correct the remainder of the outside lighting issues.

-Suggestion: Staff returning for staff meetings/training on off days

Response: Supervisors are responsible for training all rotations. Supervisor's schedules are made flexible in order to train and accommodate staff during work hours.

-Suggestion: Open another gate at 0800, 1200 and 1700 to accommodate traffic entering and exiting the grounds

Response: The main gate will be the only gate utilized for entering and exiting the main campus for employees. The 20th street gate is utilized for service entrance only.

-Suggestion: Why don't 12 hour employees get 12 hour holidays instead of 8?

Response: A holiday is officially considered 8 hours.

If you are unaware that we now have Suggestion Boxes throughout ESMH, know that they are available in the following locations: on all Adult Inpatient Services Units, at BASAC, RPW, JTC and Kemper County Group Homes. The boxes are checked weekly by Patient Advocate Tjwanne Torgerson and submitted to the Division of Outcome Services. Each suggestion received is presented monthly to the Internal Governing Board by Yolanda McDade (Director of Outcomes Services Division) for discussion and response.

